

September 27-29, 2023

Page 1 of 1

FACULTY HANDBOOK REWRITE

WHEREAS, pursuant to Va. Code §§2.2-1301 and 23.1-3802, the Board of Visitors is tasked with making policies concerning the institution, directing the affairs of the institution, and appointing faculty and fixing their salaries and terms of employment;

WHEREAS, Exhibit K to the university's Management Agreement with the Commonwealth designates the William & Mary Faculty Handbook as a component of the university's human resources system;

WHEREAS, consistent with the concept of shared governance, the Management Agreement includes a commitment to regularly engage employees in appropriate discussions and receive employee input as the university's human resources system is developed;

WHEREAS, §III.K of the Faculty Handbook provides a detailed process for making amendments to the Faculty Handbook which culminates in a vote by the Board of Visitors;

WHEREAS, the current iteration of the Faculty Handbook was adopted in 1996 and has been periodically amended and revised in the three intervening decades;

WHEREAS, the Board believes that a comprehensive review of the Faculty Handbook is necessary to ensure that the terms adequately meet the university's current legal obligations and provide sustainable human resources policies and practices for the instructional faculty

WHEREAS, the Board seeks to ensure that the Faculty Handbook treats each of the colleges and schools at the university in the same manner and reflects the view that the Dean of each of the several schools and colleges is responsible for the administration of that college or school and has the ultimate authority to recommend the employment of faculty members; and

WHEREAS, the Board desires to consider a rewritten draft of the Faculty Handbook at its November 2024 meeting;

NOW THEREFORE BE IT RESOLVED, That the President is hereby charged with overseeing a rewriting of the Faculty Handbook to meet the timeline set out above. The President may create a small drafting committee of faculty leaders and administrative experts to prepare component materials and drafts for consideration by the faculty, recognizing that the final authority to approve or disprove the provisions of the Faculty Handbook rests with the Board.